

# 2018 Salary Survey Human Resources

## Sussex & South East Regions

Prepared by Classic Consulting (UK) Ltd  
Your Multi Award Winning Recruitment Specialists





## Hello and Welcome!

Given the climate of change in 2018, our comprehensive analysis of the **HR Sector** may prove invaluable to both experienced and aspiring professionals working within the South East and Sussex today.

This specialist Salary Survey presents a crucial view of what organisations perceive to be their current employment challenges, plans for the year ahead and the types of skills in high demand.

We trust you will find the information within to be both timely and relevant for your workforce planning.

For a confidential discussion on your unique requirements, please contact our friendly and professional team at any time on 01273 607129.

**We hope you enjoy!**

*Denise Buchan*

Denise Buchan, MD  
Classic Consulting (UK) Ltd



# 2018 Salary Survey Human Resources Summary

## Sector Summary

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Confidence has returned to HR recruitment, and organisations are eager to safeguard their talent pool as 2018 progresses.

A widely-specified post Brexit brain drain means that engagement and retention will be a key focus for HR departments as we move throughout the year.

As a result, we expect that professionals with strong experience of leading effective talent management and talent acquisition strategies will be highly sought after.

Given the understandable businesses cautious of committing to new hires, candidates have been experiencing somewhat lengthier application and interview processes, which have - at times - resulted in very little feedback, leaving candidates feeling disengaged and undervalued.

Going forward, both consultancy and in-house recruitment teams will need to ensure a positive candidate experience combined with creative talent acquisition strategies to attract, secure and maintain top talent in the industry.



## DID YOU KNOW...

38% of companies are thinking about digital HR, yet only 9% of them believe they are fully ready for it.\*



\*Deloitte

## RETENTION

32% of HR professionals claim employee retention is their priority in the next 12 months

\*LinkedIn

## Human Resources Recruiting Trends

Whilst the senior HR market was quieter in 2016 than the previous year, we still saw a steady stream of midlevel HR business partner roles becoming available in Sussex and The South East.

Specialist roles were in higher demand across 2016, compensation and benefits professionals were highly sought after. With the ever-increasing need to interpret and model sophisticated technical data, pivotal to understanding trends and supporting effective decision making, the demand for HR MI / data analytics specialists was strong throughout the year.

With a highly challenging business environment looming, businesses will look to adapt their organisation's design in order to compete. Accordingly, we are seeing that transformation and change skills in high demand in 2017, particularly HR professionals with organisational design expertise.

Human Resources	PERMANENT (£ PER YEAR)		Brighton Average Salary	CONTRACT / TEMPORARY (£ PER DAY)		Brighton Average Daily Rate	Brighton Average Hourly Pay Rate (7.5 hrs/day)
	MIN £	MAX £	£	MIN £	MAX £	£	£
<b>GENERALIST HR</b>							
HR Assistant / Administrator / Co-ordinator	£18,000.00	£ 25,000.00	£ 21,500.00	£ 69	£ 96	£ 83	£ 11
HR Officer / Advisor	£28,000.00	£ 40,000.00	£ 34,000.00	£ 108	£ 154	£ 131	£ 17
Manager	£35,000.00	£ 65,000.00	£ 50,000.00	£ 135	£ 250	£ 192	£ 26
HR Business Partner	£45,000.00	£ 65,000.00	£ 55,000.00	£ 173	£ 250	£ 212	£ 28
Head of HR	£60,000.00	£100,000.00	£ 80,000.00	£ 231	£ 385	£ 308	£ 41
HR Director	£75,000.00	£150,000.00	£ 95,000.00	£ 288	£ 577	£ 365	£ 49
<b>LEARNING AND DEVELOPMENT</b>							
HR Assistant / Administrator / Co-ordinator	£22,000.00	£ 30,000.00	£ 26,000.00	£ 85	£ 115	£ 100	£ 13
Learning & Development Advisor	£30,000.00	£ 45,000.00	£ 32,500.00	£ 115	£ 173	£ 125	£ 17
Learning & Development Manager	£50,000.00	£ 70,000.00	£ 50,000.00	£ 192	£ 269	£ 192	£ 26
Head of HR	£55,000.00	£100,000.00	£ 77,500.00	£ 212	£ 385	£ 298	£ 40
HR Director	£70,000.00	£100,000.00	£ 85,000.00	£ 269	£ 385	£ 327	£ 44

Human Resources	PERMANENT (£ PER YEAR)		Brighton Average Salary	CONTRACT / TEMPORARY (£ PER DAY)		Brighton Average Daily Rate	Brighton Average Hourly Pay Rate (7.5 hrs/day)
	MIN £	MAX £	£	MIN £	MAX £	£	£
<b>RECRUITMENT / RESOURCING</b>							
Head of Recruitment	£75,000.00	£100,000.00	£ 87,500.00	£ 288	£ 385	£ 337	£ 45
Recruitment Manager	£50,000.00	£ 70,000.00	£ 52,000.00	£ 192	£ 269	£ 200	£ 27
Experienced Hire / Graduate Recruiter	£35,000.00	£ 50,000.00	£ 35,000.00	£ 135	£ 192	£ 135	£ 18
Recruitment Coordinator	£25,000.00	£ 35,000.00	£ 28,000.00	£ 96	£ 135	£ 108	£ 14
<b>REWARD, COMPENSATION AND BENEFITS</b>							
Head of Compensation & Benefits / Reward	£70,000.00	£ 95,000.00	£ 82,500.00	£ 269	£ 365	£ 317	£ 42
Compensation & Benefits / Reward Manager	£50,000.00	£ 70,000.00	£ 50,000.00	£ 192	£ 269	£ 192	£ 26
Compensation & Benefits / Reward Analyst	£35,000.00	£ 45,000.00	£ 37,000.00	£ 135	£ 173	£ 142	£ 19
Compensation & Benefits / Reward Administrator	£22,000.00	£ 35,000.00	£ 28,000.00	£ 85	£ 135	£ 108	£ 14
<b>HR REPORTING / MIS</b>							
HR Analyst	£25,000.00	£ 38,000.00	£ 31,500.00	£ 96	£ 146	£ 121	£ 16
HR Manager	£40,000.00	£ 75,000.00	£ 57,500.00	£ 154	£ 288	£ 221	£ 29
Head of HR	£60,000.00	£100,000.00	£ 80,000.00	£ 231	£ 385	£ 308	£ 41



Human Resources	PERMANENT (£ PER YEAR)		Brighton Average Salary	CONTRACT / TEMPORARY (£ PER DAY)		Brighton Average Daily Rate	Brighton Average Hourly Pay Rate (7.5 hrs/day)
	MIN £	MAX £	£	MIN £	MAX £	£	£
<b>EMPLOYEE RELATIONS / IR</b>							
Employee Relations Specialist / Manager	£45,000.00	£ 80,000.00	£ 54,000.00	£ 173	£ 308	£ 208	£ 28
<b>EQUALITY AND DIVERSITY</b>							
HR Consultant	£35,000.00	£ 50,000.00	£ 38,000.00	£ 135	£ 192	£ 146	£ 19
Head of HR	£45,000.00	£ 75,000.00	£ 65,000.00	£ 173	£ 288	£ 250	£ 33
<b>GRADUATE RECRUITMENT</b>							
HR Assistant / Administrator / Co-ordinator	£22,000.00	£ 28,000.00	£ 25,000.00	£ 85	£ 108	£ 96	£ 13
HR Officer / Advisor	£28,000.00	£ 35,000.00	£ 31,500.00	£ 108	£ 135	£ 121	£ 16



## DID YOU KNOW...

It now takes on average **three interviews** and **three to six weeks** to get an offer.

**Comparatively,** it was one to four weeks in the second half of 2015.\*

\*MRINetwork



# 42 DAYS

The average time it takes to fill a given position is 42 days.

\*Society For Human resource Management

## Qualities & Skills in Demand

There are many qualities and skills that make for a strong HR leader and each business varies slightly in what they recruit for, however fundamentally they are looking for someone who understands their business and can deliver an HR strategy that will support the aims and goals of the organisation.

For those looking to step up into a senior role, the ability to operate as a commercial business partner is key. Strategic thinking, being able to understand the details but never lose sight of the bigger picture, is also important. The ability to coach and develop others with a view to building capacity within organisations is highly important for aspiring HR professionals.

A clear understanding of engagement techniques, as well as effective communication and strong change agent skills, are all sought after skills. Underpinning all the above will be the aptitude to act as an organisational role model – live the values and walk the talk!



## Career trajectory for HR professionals





## Career Advancement Opportunities

Whether employers always see the value of the CIPD qualification and view it as a prerequisite is widely debated in the HR community. However, if you're in the early stages of your HR career it can be perceived as enhancing your knowledge and giving you the credibility that will support your advancement.

Further qualifications such as psychometric testing or a coaching qualification are hugely beneficial – both to the individual in developing their skill set and demonstrating their expertise and to their employer.

Breadth of experience and specialist industry knowledge will frequently outweigh the importance of the qualification, so seeking out opportunities to work on projects that will provide different experiences and exposure to business leaders is critically important.

We advise generalists to ensure that they step outside of their comfort zone from time to time and consider a secondment in a specialist area.



# Data Methodology

## About Our Data

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The data included in this Salary Survey is intended as a guide only, and can be influenced by many factors unique to your organisation.

As such, the final rates of pay you settle on for your new hires may differ from those outlined in this report.

Data has been compiled using up-to-date information from a variety of sources including placements and job offers

by clients, candidate disclosure of salary information, the collective experience of our specialist consultants and an average of advertised salaries on the leading job boards in the region.

Our summary and recruiting trends reports are based on the survey findings of almost 7,000 employers and employees, from organisations of all sizes, across all sectors.



## Thank you.

Classic Consulting (UK) Ltd is one of Sussex's leading recruitment consultancies. We place the market's most highly skilled professionals on a temporary, permanent and interim basis.

Classic Consulting (UK) Limited  
Imperial House 40-42 Queens Road  
Brighton BN1 3XB

Telephone: 01243 607129

Email: [info@classicconsulting.co.uk](mailto:info@classicconsulting.co.uk)

Website: [www.classicconsulting.co.uk](http://www.classicconsulting.co.uk)

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